

## **SUPERVISORY WILDLIFE BIOLOGIST**

### **DISTRICT SUPERVISOR**

GS-486-07/09

### **INTRODUCTION**

The incumbent of this position serves as a supervisor over one District within a State Wildlife Services (WS) Program of the Animal and Plant Health Inspection Service (APHIS). The incumbent is responsible for overseeing the control of wildlife predation on crops, fish, urban facilities, reforestation and livestock, to monitor wildlife population levels and to provide training in pesticide use and surveillance. The incumbent must insure that predation control objectives are accomplished in keeping with Federal and State laws and regulations, multiple funding mandates and sound conservation principles.

### **MAJOR DUTIES**

The incumbent is responsible for planning, directing, coordinating and administering the WS Program for a small district. These activities are conducted where there is a need to reduce wildlife predation adversely impacting livestock interests and reduce vertebrate damage to growing and stored agricultural crops.

Supervises a combined workforce of both State cooperative and Federal employees. Supervision entails full supervisory responsibilities including performance evaluations, leave approval, work scheduling and on the job training for both Federal and State cooperative employees, including screening and selection of individuals for aerial hunting operations.

As directed by the State Director, budgets the allotted federal, state and other cooperative funds provided for control activities. As directed, determines equipment and supply needs to carry out the control operations within the district.

Provides technical and operational assistance to Federal, State and county agencies in the reduction of wildlife borne diseases by the management of wild mammal and bird vectors carrying pathogens that may adversely affect human health.

The incumbent develops and maintains (with the assistance of the State Director and Program Specialists) all documents required by the NEPA.

The incumbent works in close cooperation with Federal, State and other agencies and organizations, and assures to the extent possible that control methods are efficient, selective and based on sound biological and ecological principles.

Plans and carries out an effective safety program through safety meetings, inspections, and training for employees.

Advises and trains pesticide certification candidates in cooperation with the State Department of Agriculture. Trains and monitors County personnel and private individuals in the use of pesticides

and other control methodology. The incumbent is required to be certified in chemical and pesticide application.

Responsible for actively supporting and implementing the equal opportunity program as specified in national, regional and local affirmative action plans. This includes insuring equal opportunity for all employees under the incumbent's supervision in selections for training and educational programs, promotions and awards, as well as fair, impartial recruitment and selection of new employees.

Cultivates positive community relations, participating in community meetings, speaking before groups, preparing articles for local news media, answering inquiries regarding program function and operation to the general public. The incumbent establishes good working relationships with the County, State and other Federal agencies.

Communicates safe and effective animal damage control techniques through extension and other channels to the general public. Information is dispensed by radio, television, news releases, speeches, articles and bulletins.

The incumbent ensures coordination and response to routine administrative or program matters, including the Management Information system. Negotiates cooperative WS program requirements with major cooperators, other Federal or State organizations, private groups or individual landowners.

## **FACTORS**

### **KNOWLEDGE REQUIRED BY THE POSITION**

Professional knowledge of the theories, principles, practices and techniques of wildlife biology and a working familiarity with related disciplines as they pertain to damage control programs and wildlife management.

Knowledge of animal damage control techniques and methods including aerial hunting, toxicants, aversive agents, auditory devices, mechanical devices and environmental controls to develop appropriate and effective control strategies.

Thorough understanding and a good working knowledge of the NEPA requirements and the required documentation associated with the Act.

Thorough knowledge of agency policies, procedures and statutory requirements as they relate to the WS program.

Skills to plan and direct a cooperative animal damage control program which is effective and selective.

Skills of a highly developed nature in interpreting observations, ability to draw sound conclusions and recommend remedial action to be taken.

Skills of a professional nature in recognizing critical trends related to wildlife resource management and its development. Knowledge of current literature and research related to animal damage control.

Must possess skills and ability to communicate effectively, orally and in writing.

Knowledge of human behavior and supervisory techniques with the ability to effectively supervise and train employees.

### SUPERVISORY CONTROLS

General policy and administrative supervision is provided by the State Director, who also outlines assignments, objectives and desired program results. The incumbent consults with the supervisor and uses established procedures and techniques in carrying out assignments. On occasion, the incumbent must adapt or modify standard practices for special purposes. The supervisor identifies unusual or controversial areas and discusses approaches for their resolution. Work is reviewed upon completion for general adequacy, achievement of desired objectives and effectiveness in dealing with others.

### GUIDELINES

Guidelines include the WS Manual, circular letters on administration, memoranda concerning technical operations and suggestions and/or directives from the State office. These policy and procedural documents must be thoroughly understood. The incumbent exercises independent judgment and initiative in decision making, interpreting, adapting and selecting methods and techniques in directing the program. However, techniques and/or operations which deviate from policy or mandatory guidelines must be approved in advance by the supervisor.

### COMPLEXITY

Sound professional judgment is required to interpret, assess, select and make optimum use of available data to make adjustments of management practices to accomplish control objectives. The incumbent is required to deal with the general public and organizations on problems that are controversial in nature. The demands from the public and organizational groups often conflict with each other and occasionally result in congressional inquiries. Considerable insight, judgment and communication skills are required to strive for harmonious coordination, educate various interests in sound conservation principles, and achieve higher levels of understanding of reasonable or feasible control levels.

The dependence of the cooperative program on outside funding also complicates program planning and development as the total annual funding available is usually not certain until the program is underway. Incumbent must develop contingency plans that permit maximum flexibility if cooperative funds differ substantially from projections.

## SCOPE AND EFFECT

The purpose of this position is to coordinate and manage an effective and efficient Wildlife Services District. This includes investigating and analyzing a variety of conventional damage control situations and recommending and implementing solutions to deal with them. Effective performance of this function contributes to an effective and efficient State predator control and wildlife surveillance program and to the balancing of economic interests and wildlife species preservation.

## PERSONAL CONTACTS

Personal contacts are with County, State and Federal agency personnel, private landowners, landowner groups, personnel from other WS offices and/or programs and the general public. Some contacts may not be receptive to the duties the incumbent is attempting to perform or the mission of the WS program itself and may tend to be uncooperative.

## PURPOSE OF CONTACTS

Contacts are primarily to advise, negotiate, and coordinate predator control activities, and to report, instruct and administer all program functions. Persuasion is frequently necessary in dealing with contacts resolving conflicting objectives. A high degree of interpersonal communication skill is required in training and supervising a workforce of both cooperative and Federal employees.

## PHYSICAL DEMANDS

The work sometimes requires moderately strenuous physical exertion, primarily when training employees and reviewing trapline work. Horseback riding may be required for some inspections and incumbent must be able to lift moderate weights. Other physical exertion includes walking over wet, rough, uneven or rocky surfaces, bending, crouching, stooping, stretching or similar activities. The work does require average agility and dexterity.

## WORK ENVIRONMENT

Work is performed in both office and field locations. There is regular and recurring exposure to moderate risk and discomfort, such as adverse weather conditions, noisy environments and work with the aerial hunting crew. The incumbent is expected to conduct all duties in a safe and orderly manner so as not to injure self or fellow workers. Operation of Government-owned or leased, as well as State-owned, vehicles may be required.